

First 5 Yolo
Financial Planning for Sustainability
Ten Year Sustainability Plan

	1	2	3	4	5	6	7	8	9	10	
	2005-06 Actual	2006-07 Budget	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Revenue (Source of Funds)	<i>Current Year</i>										
First 5 California	\$2,110,278	\$2,059,287	\$2,017,799	\$1,977,270	\$1,937,725	\$1,898,970	\$1,860,991	\$1,823,771	\$1,787,295	\$1,751,550	\$1,716,519
State Matching	\$315,428	\$703,506	\$727,519	\$819,065	\$898,865	\$0	\$0	\$0	\$0	\$0	\$0
Other Revenue	\$0	\$305,188	\$599,775	\$665,324	\$1,016,418	\$0	\$0	\$0	\$0	\$0	\$0
Revenue Subtotal	\$2,425,706	\$3,067,981	\$3,345,093	\$3,461,658	\$3,853,007	\$1,898,970	\$1,860,991	\$1,823,771	\$1,787,295	\$1,751,550	\$1,716,519
Interest Earnings	\$31,563	\$99,254	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112
Other Income and Adjustment	\$86,071	\$0	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000
Interest and Other Income Subtotal	\$117,634	\$99,254	\$41,112	\$41,112	\$41,112	\$41,112	\$41,112	\$41,112	\$41,112	\$41,112	\$41,112
Total Revenue	\$2,543,340	\$3,167,235	\$3,386,205	\$3,502,770	\$3,894,119	\$1,940,082	\$1,902,103	\$1,864,883	\$1,828,407	\$1,792,661	\$1,757,630
Expenditures (Use of Funds)											
<i>Projected Rate of Inflation</i>			3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
Programs and Initiative	\$1,988,709	\$2,862,753	\$3,328,502	\$2,966,330	\$3,158,688	\$571,149	\$596,429	\$623,479	\$652,423	\$683,392	\$716,530
Future Initiatives	\$0	\$0	\$0	\$500,000	\$500,000	\$1,672,000	\$1,672,000	\$1,672,000	\$1,672,000	\$1,672,000	\$1,672,000
Operating Expenses	\$84,293	\$125,693	\$119,286	\$123,461	\$127,782	\$132,255	\$136,883	\$141,674	\$146,633	\$151,765	\$157,077
Evaluation	\$43,270	\$85,000	\$55,000	\$40,000	\$90,000	\$80,000	\$70,000	\$50,000	\$40,000	\$40,000	\$40,000
Professional Services	\$52,541	\$67,000	\$52,000	\$51,800	\$54,500	\$52,400	\$53,000	\$53,600	\$56,500	\$54,700	\$55,300
Total Expenditures	\$2,168,813	\$3,140,446	\$3,554,788	\$3,681,591	\$3,930,970	\$2,507,803	\$2,528,312	\$2,540,753	\$2,567,555	\$2,601,857	\$2,640,906
Revenue in Excess (Deficiency) of Expenditures	\$374,527	\$26,789	-\$168,583	-\$178,821	-\$36,851	-\$567,721	-\$626,210	-\$675,871	-\$739,148	-\$809,196	-\$883,276
Beginning Committed Fund Balance	\$5,638,884	\$6,239,669	\$6,365,224	\$6,307,381	\$6,238,144	\$6,309,492	\$5,851,397	\$5,325,652	\$4,739,731	\$4,078,814	\$3,334,631
Beginning Cash in Treasury	\$858,731	\$1,301,392	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181
Net Annual Activity	\$442,662	-\$473,211	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ending Cash in Treasury	\$1,301,392	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181
Beginning Restricted Cash	\$4,780,153	\$4,938,277	\$5,537,042	\$5,479,200	\$5,409,963	\$5,481,311	\$5,023,216	\$4,497,471	\$3,911,549	\$3,250,632	\$2,506,449
Contribution to (from) Reserve Fund	\$0	\$500,000	-\$168,583	-\$178,821	-\$36,851	-\$567,721	-\$626,210	-\$675,871	-\$739,148	-\$809,196	-\$883,276
Interest Earnings on Reserve Fund @ 2%	\$158,123	\$98,766	\$110,741	\$109,584	\$108,199	\$109,626	\$100,464	\$89,949	\$78,231	\$65,013	\$50,129
Reserve Ending Fund Balance	\$4,938,277	\$5,537,042	\$5,479,200	\$5,409,963	\$5,481,311	\$5,023,216	\$4,497,471	\$3,911,549	\$3,250,632	\$2,506,449	\$1,673,302
Ending Committed Fund Balance	\$6,239,669	\$6,365,224	\$6,307,381	\$6,238,144	\$6,309,492	\$5,851,397	\$5,325,652	\$4,739,731	\$4,078,814	\$3,334,631	\$2,501,484
Percent on Interest Earned	3.31%										
% of Administrative Costs	7.60%	7.77%	6.81%								

General Assumptions:

- Maintain an uncommitted fund balance of \$0.00 beginning 2004-05
- Expenses > Revenue
- Interest Earnings on Cash in Treasury will be used for current Expenses
- Admin Costs will be less than 10% of total costs
- The Ending Committed Fund Balance in the final fiscal year should be approximately \$2,500,000. It is assumed that if funded were to end at that point it should be enough to fund a final year.

Program On-going Assumptions:

- CEP program funded on-going at \$85,000 per year; Current year funding allocated to staff sharing the job of CEP Coordinator
- SRI program funded through part of FY09-10 with State Grant and Local Match; On-going SR funded with Local Funds after FY09-10
- Universal Preschool 4 West Sacramento will be funded by Commission at \$100,000 per year through FY09-10; Other funds will be available from First 5 California, the City of West Sacramento and other private sources beginning in 2006. UP4WS Coordinator position funded through FY09-10.
- CHI program funded through 2009-10; CHI Coordinator position funded through FY09-10
- Childcare Initiative funded through FY07-08, but will have rollover in FY08- 9 for partial program.

First 5 Yolo
Financial Planning for Sustainability
Ten Year Sustainability Plan

	1	2	3	4	5	6	7	8	9	10	
	2005-06 Actual	2006-07 Budget	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Revenue (Source of Funds)	<i>Current Year</i>										
First 5 California											
Tobacco Tax Allocation (2% ave. decrease)	\$2,110,278	\$2,045,881	\$2,004,393	\$1,964,306	\$1,925,019	\$1,886,519	\$1,848,789	\$1,811,813	\$1,775,577	\$1,740,065	\$1,705,264
Small Counties Allocation - Travel/Admin	\$0	\$13,406	\$13,406	\$12,964	\$12,705	\$12,451	\$12,202	\$11,958	\$11,719	\$11,484	\$11,255
Children's Health Initiative Premium Assistance	\$0	\$46,000	\$23,000	\$46,000	\$46,000	\$0	\$0	\$0	\$0	\$0	\$0
School Readiness Coordination Funds	\$0	\$50,000	\$50,000	\$50,000	\$50,000	\$0	\$0	\$0	\$0	\$0	\$0
School Readiness State Match	\$158,678	\$178,020	\$178,020	\$178,020	\$178,020	\$0	\$0	\$0	\$0	\$0	\$0
CARES	\$76,750	\$223,249	\$223,249	\$223,249	\$223,249	\$0	\$0	\$0	\$0	\$0	\$0
Universal Preschool 4 WS Reimbursements	\$0	\$77,850	\$153,250	\$211,100	\$290,900	\$0	\$0	\$0	\$0	\$0	\$0
Universal Preschool 4 WS Coordination Funds	\$80,000	\$128,387	\$100,000	\$110,696	\$110,696	\$0	\$0	\$0	\$0	\$0	\$0
City of West Sacramento - Universal Preschool 4 WS	\$0	\$202,773	\$160,000	\$140,000	\$140,000	\$0	\$0	\$0	\$0	\$0	\$0
Other Universal Preschool 4 WS	\$0	\$102,415	\$351,775	\$475,324	\$826,418	\$0	\$0	\$0	\$0	\$0	\$0
Medi-Cal Administration Allowance	\$0	\$0	\$88,000	\$50,000	\$50,000	\$0	\$0	\$0	\$0	\$0	\$0
Interest Earnings	\$31,563	\$99,254	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112	\$16,112
Other Income and Adjustment	\$86,071	\$0	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000
Total Revenue	\$2,543,340	\$3,167,235	\$3,386,205	\$3,502,770	\$3,894,119	\$1,940,082	\$1,902,103	\$1,864,883	\$1,828,407	\$1,792,661	\$1,757,630
Expenditures (Use of Funds)											
<i>Projected Rate of Inflation</i>			3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
Prior Years Rollover Contracts	\$179,311	\$44,881	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Staff Salaries and Benefits	\$417,849	\$545,517	\$558,559	\$580,622	\$599,461	\$361,149	\$386,429	\$413,479	\$442,423	\$473,392	\$506,530
Access to Quality Child Care & Early Education	\$523,460	\$500,000	\$524,459	\$134,619	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Children's Health Initiative	\$120,334	\$500,000	\$500,000	\$500,000	\$500,000	\$0	\$0	\$0	\$0	\$0	\$0
Outreach, Enrollment, Retention and Utilization	\$128,139	\$103,303	\$125,000	\$125,000	\$125,000	\$0	\$0	\$0	\$0	\$0	\$0
Future Initiatives	\$0	\$0	\$0	\$500,000	\$500,000	\$1,672,000	\$1,672,000	\$1,672,000	\$1,672,000	\$1,672,000	\$1,672,000
School Readiness Local Match	\$147,024	\$178,020	\$178,020	\$178,020	\$178,020	\$0	\$0	\$0	\$0	\$0	\$0
School Readiness Initiative - State Grant	\$147,024	\$178,020	\$178,020	\$178,020	\$178,020	\$0	\$0	\$0	\$0	\$0	\$0
CARES - First 5 Yolo	\$24,257	\$75,000	\$75,000	\$75,000	\$75,000	\$0	\$0	\$0	\$0	\$0	\$0
CARES - First 5 California	\$59,594	\$223,249	\$223,249	\$223,249	\$223,249	\$0	\$0	\$0	\$0	\$0	\$0
Universal Preschool for West Sacramento - Private	\$72,550	\$300,000	\$486,000	\$625,800	\$945,938	\$0	\$0	\$0	\$0	\$0	\$0
Universal Preschool for West Sacramento - Public	\$0	\$41,657	\$25,000	\$25,000	\$25,000	\$0	\$0	\$0	\$0	\$0	\$0
Universal Preschool for West Sacramento - General C	\$0	\$0	\$48,000	\$72,000	\$60,000	\$0	\$0	\$0	\$0	\$0	\$0
UP4WS ECE Specialist	\$0	\$4,500	\$9,000	\$9,000	\$9,000	\$0	\$0	\$0	\$0	\$0	\$0
UP4WS Fund Developer	\$0	\$0	\$30,000	\$30,000	\$30,000	\$0	\$0	\$0	\$0	\$0	\$0
Special Projects Grants	\$83,240	\$100,000	\$300,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
Mini Grants	\$21,200	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000
Operating Expenses	\$84,293	\$125,693	\$119,286	\$123,461	\$127,782	\$132,255	\$136,883	\$141,674	\$146,633	\$151,765	\$157,077
Evaluation	\$43,270	\$85,000	\$55,000	\$40,000	\$90,000	\$80,000	\$70,000	\$50,000	\$40,000	\$40,000	\$40,000
Legal and Accounting	\$8,057	\$13,500	\$16,000	\$15,000	\$15,000	\$15,500	\$16,000	\$16,500	\$17,000	\$17,500	\$18,000
Media	\$40,306	\$40,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
Technology	\$4,178	\$13,500	\$1,000	\$1,800	\$4,500	\$1,900	\$2,000	\$2,100	\$4,500	\$2,200	\$2,300
Community Engagement Program*	\$64,726	\$43,606	\$43,195	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000
Total Expenditures	\$2,168,813	\$3,140,446	\$3,554,788	\$3,681,591	\$3,930,970	\$2,507,803	\$2,528,312	\$2,540,753	\$2,567,555	\$2,601,857	\$2,640,906
Revenue in Excess (Deficiency) of Expenditures	\$374,527	\$26,789	-\$168,583	-\$178,821	-\$36,851	-\$567,721	-\$626,210	-\$675,871	-\$739,148	-\$809,196	-\$883,276

Beginning Committed Fund Balance	\$5,638,884	\$6,239,669	\$6,365,224	\$6,307,381	\$6,238,144	\$6,309,492	\$5,851,397	\$5,325,652	\$4,739,731	\$4,078,814	\$3,334,631
Beginning Cash in Treasury	\$858,731	\$1,301,392	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181
Net Annual Activity	\$374,527	\$26,789	-\$168,583	-\$178,821	-\$36,851	-\$567,721	-\$626,210	-\$675,871	-\$739,148	-\$809,196	-\$883,276
Due From Other Agencies (First 5 CA)	\$464,483	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ending Liabilities	-\$396,348	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Contribution (to) from the Reserve Fund	\$0	-\$500,000	\$168,583	\$178,821	\$36,851	\$567,721	\$626,210	\$675,871	\$739,148	\$809,196	\$883,276
Ending Cash in Treasury	\$1,301,392	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181	\$828,181
Beginning Restricted Cash	\$4,780,153	\$4,938,277	\$5,537,042	\$5,479,200	\$5,409,963	\$5,481,311	\$5,023,216	\$4,497,471	\$3,911,549	\$3,250,632	\$2,506,449
Contribution to (from) Reserve Fund	\$0	\$500,000	-\$168,583	-\$178,821	-\$36,851	-\$567,721	-\$626,210	-\$675,871	-\$739,148	-\$809,196	-\$883,276
Interest Earnings on Reserve Fund @ 2%	\$158,123	\$98,766	\$110,741	\$109,584	\$108,199	\$109,626	\$100,464	\$89,949	\$78,231	\$65,013	\$50,129
Reserve Ending Fund Balance	\$4,938,277	\$5,537,042	\$5,479,200	\$5,409,963	\$5,481,311	\$5,023,216	\$4,497,471	\$3,911,549	\$3,250,632	\$2,506,449	\$1,673,302
Ending Committed Fund Balance	\$6,239,669	\$6,365,224	\$6,307,381	\$6,238,144	\$6,309,492	\$5,851,397	\$5,325,652	\$4,739,731	\$4,078,814	\$3,334,631	\$2,501,484
Percent on Interest Earned	3.31%										
% of Administrative Costs	7.60%	7.77%	6.81%								

General Assumptions:

- 1 Maintain an uncommitted fund balance of \$0.00 beginning 2004-05
- 2 Expenses > Revenue
- 3 Admin Costs will be less than 10% of total costs
- 4 Interest Earnings on Cash in Treasury will be used for current Expenses
- 5 The Ending Committed Fund Balance in the final fiscal year should be approximately \$2,500,000. It is assumed that if funded were to end at that point it should be enough to fund a final year.

Program On-going Assumptions:

- 1 CEP program funded on-going at \$85,000 per year; Current year funding allocated to staff sharing the job of CEP Coordinator
- 2 SRI program funded through part of FY09-10 with State Grant and Local Match; On-going SR funded with Local Funds after FY09-10
- 3 Childcare Initiative funded through FY07-08, but will have rollover in FY08- 9 for partial program
- 4 Universal Preschool 4 West Sacramento will be funded by Commission at \$100,000 per year through FY09-10; Other funds will be available from First 5 California, the City of West Sacramento and other private sources beginning in 2006. UP4WS Coordinator position funded through FY09-10.
- 5 CHI program funded through 2009-10; CHI Coordinator position funded through FY09-10

FIRST 5 YOLO

Salaries Projection for FY04-05 Budget Revision

7/15/2007

2005-2006

Salaries and Benefits	FTE	05/06 Rate - Last Yr + Raise (5%)	Salary per FTE	Mo of Raise	FY05-06 5% Raise	2% COLA	FY05/06 Salary	Mgr Pkg \$10,692	Taxes and Benefits 18.16%	Total Taxes and Fringe Benefits	Total Salaries and Benefits	Total Salary & Benefits per Position	Total Salary	Sustainability Plan Pgm Salaries
Admin														
Executive Director	0.50	\$83,055	\$41,528	4	\$692	\$831	\$43,050	\$5,346	\$7,818	\$13,164	\$56,214.10			
Financial Services Mgr	0.31	\$56,959	\$17,657	2	\$147	\$353	\$18,158	\$3,315	\$3,297	\$6,612	\$24,769.66			
Administrative Analyst	0.85	\$40,271	\$34,230	11	\$1,569	\$685	\$36,484	\$9,088	\$6,625	\$15,714	\$52,197.17			
Program					\$2,408	\$1,868	\$97,691	\$17,749	\$17,741	\$35,490	\$133,181			
Executive Director	0.50	\$83,055	\$41,528	4	\$692	\$831	\$43,050	\$5,346	\$7,818	\$13,164	\$56,214.10	\$112,428.21	\$86,100.35	
Financial Services Mgr	0.69	\$56,959	\$39,302	2	\$328	\$786	\$40,416	\$7,378	\$7,339	\$14,717	\$55,132.47	\$79,902.13	\$58,573.20	
* School Readiness Coordinator	0.75	\$59,749	\$44,812	0	\$0	\$896	\$45,708	\$8,019	\$8,301	\$16,320	\$62,027.58	\$62,027.58	\$45,707.99	
* Health Initiative Coordinator	1.00	\$50,000	\$50,000	0	\$0	\$0	\$50,000	\$10,692	\$9,080	\$19,772	\$69,772.04	\$69,772.04	\$50,000.00	
* CEP Coordinator	1.00	\$48,334	\$48,334	0	\$0	\$967	\$49,301	\$10,692	\$8,953	\$19,645	\$68,945.72	\$68,945.72	\$49,300.68	
Administrative Analyst	0.15	\$40,270	\$6,041	11	\$277	\$121	\$6,438	\$1,604	\$1,169	\$2,773	\$9,211.21	\$61,408.38	\$42,921.76	
	4.09				\$1,297	\$3,600	\$234,913	\$43,730	\$42,660	\$86,391	\$321,303	\$454,484	\$332,604	\$200,745
* No 5% raise calculated														
Total 05/06	5.75		\$323,431					\$61,479.21	\$60,400.88	\$121,880.09	\$454,484.06			
Allocation Percentages	Admin 29.30%	70.70%												

2006-2007

Salaries and Benefits	FTE	Salary as of 6/30	Salary per FTE	2% COLA	Salary w/COLA 7/1	Anniver. Date	Mo of Raise	5% RAISE	Salary w/COLA w/ Step	Healthcare Benefit \$10,692	Taxes and Other Benefits 20.00%	Total Taxes and Fringe Benefits	Total Salaries and Benefits	Total Salary Cost per Position	Total End of Year Salary 6/30	Sustainability Plan Pgm Salaries
Admin																
Executive Director	0.50	\$92,578	\$46,289	\$926	\$47,215	13-Apr	3	\$590	\$47,805	\$5,346	\$9,561	\$14,907	\$62,711.98			\$62,712
Chief Financial Officer	0.31	\$71,114	\$22,045	\$441	\$22,486	23-Jul	0	\$0	\$22,486	\$3,315	\$4,497	\$7,812	\$30,298.03			\$30,298
Administrative Analyst	0.31	\$46,356	\$14,370	\$287	\$14,658	1-Jun	1	\$61	\$14,719	\$3,315	\$2,944	\$6,258	\$20,977.14			\$20,977
* Administrative Assistant	0.75	\$24,960	\$18,720	\$374	\$19,094	18-Sep	10	\$796	\$19,890	\$3,978	\$3,978	\$3,978	\$23,868.00	\$23,868.00	\$19,890.00	\$23,868
Program	1.87			\$2,028	\$103,453			\$1,447	\$104,900	\$11,975	\$20,980	\$32,955	\$137,855			\$137,855
Executive Director	0.50	\$92,578	\$46,289	\$926	\$47,215	13-Apr	3	\$590	\$47,805	\$5,346	\$9,561	\$14,907	\$62,711.98	\$125,423.95	\$95,609.93	\$62,712
Chief Financial Officer	0.69	\$71,114	\$49,069	\$981	\$50,050	23-Jul	2	\$417	\$50,467	\$7,378	\$10,093	\$17,471	\$67,938.05	\$98,236.07	\$72,953.36	\$67,938
School Readiness Coordinator	1.00	\$50,139	\$50,139	\$1,003	\$51,142	1-Sep	10	\$2,131	\$53,272	\$10,692	\$10,654	\$21,347	\$74,618.98	\$74,618.98	\$53,272.45	\$0
Health Initiative Coordinator	0.75	\$59,208	\$44,406	\$888	\$45,294	1-Apr	3	\$566	\$45,860	\$8,019	\$9,172	\$17,191	\$63,051.38	\$63,051.38	\$45,860.30	\$0
Universal Preschool Director	1.00	\$63,588	\$63,588	\$1,272	\$64,859	13-Sep	6	\$1,621	\$66,481	\$10,692	\$13,296	\$23,988	\$90,468.96	\$90,468.96	\$66,480.77	\$0
Administrative Analyst	0.69	\$46,356	\$31,986	\$640	\$32,625	1-Jun	1	\$136	\$32,761	\$7,378	\$6,552	\$13,930	\$46,691.05	\$67,668.20	\$47,480.13	\$46,691
	4.63			\$5,710	\$291,185			\$5,462	\$296,647	\$49,504	\$59,329	\$108,834	\$405,480	\$543,336	\$401,547	\$228,139
* No 5% raise calculated																
Total 05/06	6.50		\$386,900	\$7,738	\$394,638			\$6,909	\$401,547	\$61,479.21	\$80,309.39	\$141,788.60	\$543,335.55			\$365,994.47
Allocation Percentages	Admin 25.37%	74.63%			\$394,638.33								\$543,335.55			

2007-2008

Salaries and Benefits	FTE	Salary as of 6/30	Salary per FTE	2% COLA	Salary w/COLA 7/1	Anniver. Date	Mo of Raise	5% RAISE	Salary w/COLA w/ Step	Healthcare Benefit \$10,692	Taxes and Other Benefits 18.16%	Total Taxes and Fringe Benefits	Total Salaries and Benefits	Total Salary Cost per Position	Total End of Year Salary 6/30	Sustainability Plan Pgm Salaries
Admin																
Executive Director	0.50	\$97,207	\$48,604	\$972	\$49,576	13-Apr	3	\$620	\$50,195	\$5,346	\$9,115	\$14,461	\$64,656.74			\$64,657
Chief Financial Officer	0.31	\$74,670	\$23,148	\$463	\$23,611	23-Jul	0	\$0	\$23,611	\$3,315	\$4,288	\$7,602	\$31,212.88			\$31,213
Administrative Analyst	0.31	\$48,674	\$15,089	\$302	\$15,391	1-Jun	1	\$64	\$15,455	\$3,315	\$2,807	\$6,121	\$21,575.98			\$21,576
Administrative Assistant	0.75	\$26,208	\$19,656	\$393	\$20,049	18-Sep	10	\$835	\$20,885	\$0	\$3,793	\$3,793	\$24,677.13	\$24,677.13	\$20,884.50	\$24,677
Program	1.87			\$2,130	\$108,626			\$1,519	\$110,145	\$11,975	\$20,002	\$31,977	\$142,123			\$142,123
Executive Director	0.50	\$97,207	\$48,604	\$972	\$49,576	13-Apr	3	\$620	\$50,195	\$5,346	\$9,115	\$14,461	\$64,656.74	\$129,313.49	\$100,390.53	\$64,657
Chief Financial Officer	0.69	\$74,670	\$51,522	\$1,030	\$52,553	23-Jul	2	\$438	\$52,991	\$7,378	\$9,623	\$17,001	\$69,991.30	\$101,204.18	\$76,601.34	\$69,991
School Readiness Coordinator	1.00	\$52,646	\$52,646	\$1,053	\$53,699	1-Sep	10	\$2,237	\$55,936	\$10,692	\$10,158	\$20,850	\$76,786.46	\$76,786.46	\$55,936.38	\$0
Health Initiative Coordinator	0.75	\$62,172	\$46,629	\$0	\$46,629	1-Apr	3	\$583	\$47,212	\$8,019	\$8,574	\$16,593	\$63,804.56	\$63,804.56	\$47,211.86	\$0
Universal Preschool Director	1.00	\$66,767	\$66,767	\$1,335	\$68,102	13-Sep	6	\$1,703	\$69,805	\$10,692	\$12,677	\$23,369	\$93,173.50	\$93,173.50	\$69,804.90	\$0
Administrative Analyst	0.69	\$48,674	\$33,585	\$672	\$34,257	1-Jun	1	\$143	\$34,399	\$7,378	\$6,247	\$13,624	\$48,023.95	\$69,599.93	\$49,854.34	\$48,024
	4.63			\$5,062	\$304,815			\$5,723	\$310,539	\$49,504	\$56,394	\$105,898	\$416,437	\$558,559	\$420,684	\$233,765
Total 05/06	6.50		\$406,249	\$7,192	\$413,441			\$7,242	\$420,684	\$61,479.21	\$76,396.19	\$137,875.39	\$558,559.24			\$375,887.25

Allocation Percentages	Admin 25.44%	74.56%	\$413,441.40	\$137,875.39	\$15,223.70		
				\$10,692	32.77%	\$558,559.24	2.80%

2008-2009

Salaries and Benefits Admin	FTE	Salary as of 6/30	Salary per FTE	2% COLA	Salary w/COLA 7/1	Anniver. Date	Mo of Raise	5% RAISE	Salary w/COLA w/ Step 3	Healthcare Benefit \$10,692	Taxes and Other Benefits 18.16%	Total Taxes and Fringe Benefits	Total Salaries and Benefits	Total Salary Cost per Position	Total End of Year Salary 6/30	Sustainability Plan Pgm Salaries
Executive Director	0.50	\$102,067	\$51,034	\$1,021	\$52,054	13-Apr	3	\$651	\$52,705	\$5,346	\$9,571	\$14,917	\$67,622.07	\$25,910.60	\$21,928.41	\$67,622
Chief Financial Officer	0.31	\$78,403	\$24,305	\$486	\$24,791	23-Jul	0	\$0	\$24,791	\$3,315	\$4,502	\$7,817	\$32,607.61			\$32,608
Administrative Analyst	0.31	\$51,107	\$15,843	\$317	\$16,160	1-Jun	1	\$67	\$16,227	\$3,315	\$2,947	\$6,261	\$22,488.79			\$22,489
* Administrative Assistant	0.75	\$27,518	\$20,639	\$413	\$21,051	18-Sep	10	\$877	\$21,928	\$0	\$3,982	\$3,982	\$25,910.60	\$25,910.60	\$21,928.41	\$25,911
Program	1.87			\$2,236	\$114,057			\$1,595	\$115,652	\$11,975	\$21,002	\$32,977	\$148,629			\$148,629
Executive Director	0.50	\$102,067	\$51,034	\$1,021	\$52,054	13-Apr	3	\$651	\$52,705	\$5,346	\$9,571	\$14,917	\$67,622.07	\$135,244.13	\$105,409.69	\$67,622
Chief Financial Officer	0.69	\$78,403	\$54,098	\$1,082	\$55,180	23-Jul	2	\$460	\$55,640	\$7,378	\$10,104	\$17,482	\$73,121.57	\$105,729.18	\$80,430.89	\$73,122
School Readiness Coordinator	1.00	\$55,278	\$55,278	\$1,106	\$56,384	1-Sep	10	\$2,349	\$58,733	\$10,692	\$10,666	\$21,358	\$80,090.80	\$80,090.80	\$58,732.88	\$0
Health Initiative Coordinator	0.75	\$62,172	\$46,629	\$0	\$46,629	1-Apr	3	\$583	\$47,212	\$8,019	\$8,574	\$16,593	\$63,804.56	\$63,804.56	\$47,211.86	\$0
Universal Preschool Director	1.00	\$70,106	\$70,106	\$1,402	\$71,508	13-Sep	6	\$1,788	\$73,296	\$10,692	\$13,311	\$24,003	\$97,298.38	\$97,298.38	\$73,295.82	\$0
Administrative Analyst	0.69	\$51,107	\$35,264	\$705	\$35,969	1-Jun	1	\$150	\$36,119	\$7,378	\$6,559	\$13,937	\$50,055.69	\$72,544.48	\$52,346.34	\$50,056
* No 5% raise calculated	4.63			\$5,316	\$317,724			\$5,980	\$323,704	\$49,504	\$58,785	\$108,289	\$431,993	\$580,622	\$439,356	\$241,194
Total 05/06	6.50		\$424,229	\$7,552	\$431,780			\$7,575	\$439,356	\$61,479.21	\$79,787.03	\$141,266.24	\$580,622.14			\$389,822.81
Allocation Percentages	Admin 25.60%	74.40%		\$431,780.49						\$10,692			\$580,622.14			

2009-2010

Salaries and Benefits Admin	FTE	Salary as of 6/30	Salary per FTE	2% COLA	Salary w/COLA 7/1	Anniver. Date	Mo of Raise	5% RAISE	Salary w/COLA w/ Step 3	Healthcare Benefit \$10,692	Taxes and Other Benefits 18.16%	Total Taxes and Fringe Benefits	Total Salaries and Benefits	Total Salary Cost per Position	Total End of Year Salary 6/30	Sustainability Plan Pgm Salaries
Executive Director	0.50	\$107,171	\$53,586	\$1,072	\$54,657	13-Apr	3	\$683	\$55,340	\$5,346	\$10,050	\$15,396	\$70,736.26	\$27,206.23	\$23,024.91	\$70,736
Chief Financial Officer	0.31	\$82,323	\$25,520	\$510	\$26,031	23-Jul	0	\$0	\$26,031	\$3,315	\$4,727	\$8,042	\$34,072.21			\$34,072
Administrative Analyst	0.31	\$53,663	\$16,636	\$333	\$16,968	1-Jun	1	\$71	\$17,039	\$3,315	\$3,094	\$6,409	\$23,447.74			\$23,448
* Administrative Assistant	0.75	\$28,894	\$21,671	\$433	\$22,104	18-Sep	10	\$921	\$23,025	\$0	\$4,181	\$4,181	\$27,206.23	\$27,206.23	\$23,024.91	\$27,206
Program	1.87		\$0	\$2,348	\$119,760			\$1,675	\$121,435	\$11,975	\$22,053	\$34,028	\$155,462			\$155,462
Executive Director	0.50	\$107,171	\$53,586	\$1,072	\$54,657	13-Apr	3	\$683	\$55,340	\$5,346	\$10,050	\$15,396	\$70,736.26	\$141,472.53	\$110,680.85	\$70,736
Chief Financial Officer	0.69	\$82,323	\$56,803	\$1,136	\$57,939	23-Jul	2	\$483	\$58,422	\$7,378	\$10,609	\$17,987	\$76,408.65	\$110,480.86	\$84,452.28	\$76,409
School Readiness Coordinator	1.00	\$58,042	\$58,042	\$1,161	\$59,203	1-Sep	10	\$2,467	\$61,670	\$10,692	\$11,199	\$21,891	\$83,560.86	\$83,560.86	\$61,669.63	\$0
Health Initiative Coordinator	0.75	\$62,172	\$46,629	\$0	\$46,629	1-Apr	3	\$583	\$47,212	\$8,019	\$8,574	\$16,593	\$63,804.56	\$63,804.56	\$47,211.86	\$0
Universal Preschool Director	1.00	\$70,106	\$70,106	\$1,402	\$71,508	13-Sep	6	\$1,788	\$73,296	\$10,692	\$13,311	\$24,003	\$97,298.38	\$97,298.38	\$73,295.82	\$0
Administrative Analyst	0.69	\$53,663	\$37,027	\$741	\$37,768	1-Jun	1	\$157	\$37,925	\$6,887	\$6,887	\$14,265	\$52,190.14	\$75,637.89	\$54,964.33	\$52,190
* No 5% raise calculated	4.63			\$5,511	\$327,704			\$6,161	\$333,865	\$49,504	\$60,630	\$110,134	\$443,999	\$599,461	\$455,300	\$244,664
Total 05/06	6.50		\$439,605	\$7,860	\$447,464			\$7,836	\$455,300	\$61,479.21	\$82,682.42	\$144,161.63	\$599,461.31			\$400,126.26
Allocation Percentages	Admin 25.93%	74.07%		\$447,464.01						\$10,692			\$599,461.31			

2010-2011

Salaries and Benefits Admin	FTE	06/07 Salary as of 6/30/06	Salary per FTE	2% COLA	FY06-07 Salary w/COLA 7/1/06	Anniver. Date	Mo of Raise	5% RAISE	FY06-07 Salary w/COLA w/ Step 3	Mgr Pkg \$10,692	Taxes and Benefits 18.16%	Total Taxes and Fringe Benefits	Total Salaries and Benefits	Total Salary & Benefits per Position	Total End of Year Salary 6/30/07	Sustainability Plan Pgm Salaries
Executive Director	0.50	\$107,171	\$53,586	\$1,072	\$54,657	13-Apr	3	\$683	\$55,340	\$5,346	\$10,050	\$15,396	\$70,736.26	\$28,566.82	\$24,176.39	\$70,736
Chief Financial Officer	0.31	\$86,440	\$26,796	\$536	\$27,332	23-Jul	0	\$0	\$27,332	\$3,315	\$4,964	\$8,278	\$35,610.41			\$35,610
Administrative Analyst	0.31	\$53,663	\$16,636	\$333	\$16,968	1-Jun	1	\$71	\$17,039	\$3,315	\$3,094	\$6,409	\$23,447.74			\$23,448
* Administrative Assistant	0.75	\$30,339	\$22,754	\$455	\$23,209	18-Sep	10	\$967	\$24,176	\$0	\$4,390	\$4,390	\$28,566.82	\$28,566.82	\$24,176.39	\$28,567
Program	1.87		\$0	\$2,395	\$122,167			\$1,721	\$123,888	\$11,975	\$22,498	\$34,473	\$158,361			\$158,361
Executive Director	0.50	\$107,171	\$53,586	\$1,072	\$54,657	13-Apr	3	\$683	\$55,340	\$5,346	\$10,050	\$15,396	\$70,736.26	\$141,472.53	\$110,680.85	\$70,736
Chief Financial Officer	0.69	\$86,440	\$59,644	\$1,193	\$60,836	23-Jul	2	\$507	\$61,343	\$7,378	\$11,140	\$18,517	\$79,860.92	\$115,471.33	\$88,675.77	\$79,861
School Readiness Coordinator	0.00	\$60,944	\$0	\$0	\$0	1-Sep	10	\$0	\$0	\$0	\$0	\$0	\$0.00	\$0.00	\$0.00	\$0
Health Initiative Coordinator	0.00	\$62,172	\$0	\$0	\$0	1-Apr	3	\$0	\$0	\$0	\$0	\$0	\$0.00	\$0.00	\$0.00	\$0
Universal Preschool Director	0.00	\$70,106	\$0	\$0	\$0	13-Sep	6	\$0	\$0	\$0	\$0	\$0	\$0.00	\$0.00	\$0.00	\$0
Administrative Analyst	0.69	\$53,663	\$37,027	\$741	\$37,768	1-Jun	1	\$157	\$37,925	\$7,378	\$6,887	\$14,265	\$52,190.14	\$75,637.89	\$54,964.33	\$52,190
* No 5% raise calculated	1.88			\$3,005	\$153,262			\$1,348	\$154,609	\$20,101	\$28,077	\$48,178	\$202,787	\$361,149	\$278,497	\$0
Total 05/06	3.75		\$270,028	\$5,401	\$275,429			\$3,069	\$278,497	\$32,076.11	\$50,575.12	\$82,651.22	\$361,148.56			\$158,361.24
Allocation Percentages	Admin 43.85%	56.15%		\$275,428.82						\$10,692			\$361,148.56			

Spread extra funds over 8 and 6 years

Spread extra funds of 6

			57%			
			43%			
			100%			
4,000,000.00	3,000,000.00	7,000,000.00		1,000,000.00	6,000,000.00	7,000,000.00
2,423,166.29	1,817,374.71	4,240,541.00	or		4,240,541.00	4,240,541.00
6,423,166.29	4,817,374.71				10,240,541.00	
802,895.79	802,895.79				1,706,756.83	
	1,605,791.57					